



**Eau Claire Area
School District**

**Hourly Employees'
Compensation System**

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COMPENSATION PLAN

Overview

The Eau Claire Area School District Compensation System was designed in the 2014-15 and 2015-2016 school year by a joint committee of Eau Claire Area School District hourly staff, administrators, and school board members. The Eau Claire Area School District Compensation System has been collaboratively designed to promote leadership, encourage collaboration and improve student achievement through instructional best practice. The Eau Claire Area School District Compensation System is in addition to the multiple Professional Development/Instructional Planning days embedded into the school district calendar.

The Eau Claire Area School District Compensation System allows for potential compensation level advancement if an employee satisfies **both** of the following requirements and funds are available as determined by the District:

- satisfactory evaluation
- length of service requirements

The compensation system consists of levels that recognize the above requirements in addition to other discretionary items delineated on pages 2-3. An employee shall not be eligible to move more than one level per fiscal year (July 1st through June 30th).

Employees may also receive base salary adjustments in addition to the funds provided for under the Eau Claire Area School District's Compensation System.

Specific Requirements and Procedures for Level Advancement

The following applies specifically to the Eau Claire Area School District's Compensation Plan and may or may not coincide with Department of Public Instruction requirements for licensure renewal (if applicable). An employee must satisfy the evaluation and length of service requirements in order to advance a level on the District's salary schedule.

1. Evaluation

Employees who satisfy the evaluation requirement:

The employee must have received a satisfactory evaluation as established by the District (as set forth in the employee handbook) in order to be eligible for level advancement. An employee shall be ineligible for level advancement, regardless of his/her length of service if he/she does not receive a satisfactory evaluation.

Employees who do not satisfy the evaluation requirement:

Any employee who does not receive a satisfactory evaluation will be identified as an employee in need of a plan of improvement as set forth in the Employee Handbook (insert link to Employee Handbook.) This employee will be held to the previous year's level if the employee receives this designation.

2. Length of Service (based on fiscal year of July 1 – June 30)

The employee must have begun employment prior to January 1, and have had at least six (6) months of service in that fiscal year to be eligible for level advancement.

The employee who began employment after December 31 will remain on the same level for the ensuing fiscal year.

An employee shall be ineligible for level advancement if he/she does not successfully complete the length of service requirement as stated.

Retention

The salary schedule incorporates retention levels that provide larger increment amounts between levels. Each of the retention level increments is increased by an additional \$.75 per hour on the salary schedule. The retention levels are intended to recognize employees' length of service in the district. The retention levels are provided at levels F, H1, and I.

Initial Salary Schedule Placement for New Hires

Consideration of placement on the Salary Schedule includes:

- Previous experience in area of hire
- Ability to meet/exceed the posted job qualifications
- Type of position

A new employee's initial placement on the salary schedule shall be at the sole discretion of the Board and/or its designee.

Labor Market Factors – Additional Salary Adjustment

The district may grant in its sole discretion an additional salary adjustment to an employee hired in a shortage area. The determination of shortage areas as defined here in shall be made by the District in its sole discretion.

The granting of the additional salary adjustment is only applicable during individual year(s) in which the employee is working in the particular position/certification area that warranted the additional salary adjustment. If the employee transfers or is reassigned

outside of the area where the additional salary adjustment was provided, to a position that is not considered a shortage area, or he/she no longer possesses the required industry certification(s) he/she shall forfeit the salary adjustment. If such transfer or reassignment occurs during the course of an individual year, the employee's salary adjustment shall be pro-rated for the portion of the year where he/she possessed the industry certification(s) and was working in the area that received the additional salary adjustment.

The receipt of the above additional salary adjustment is at the sole discretion of the District and the District may modify, amend or delete this additional salary adjustment. Such modification, amendment or deletion shall not affect the other terms and conditions of the individual's employment. Such modification, amendment or deletion of the salary adjustment is not subject to the District's grievance procedure.

Click [here](#) to view the current Salary Schedule.